

**Keys to job satisfaction of nursing officers in Government Hospitals**

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This is a hospital-based descriptive, cross-sectional study carried out in selected hospitals in the Western Province. All four Central Ministry Hospitals with medical wards were selected for the study. Four hospitals under the Provincial Ministry of Health were selected randomly. The main study unit was a female Nursing Officer working in a medical ward of a selected hospital in the Western Province. Accordingly, a sample of 170 using Officers selected from Central Ministry and Provincial Ministry and provincial Ministry hospitals. The study illustrates that there is a significant difference in the job satisfaction of Nursing Officers between Central Ministry hospitals and Provincial Ministry hospitals, job satisfaction of Nursing Officers working in Central Ministry Hospitals has higher mean score ( 3.53+ 0.59) than those who are working in Provincial Ministry Hospitals (3.31+0.64). This study identified that workload, professional support, training received, and working condition are the main factors that influence job satisfaction of Nursing Officers. Out of these, professional support influenced the job satisfaction most. Whereas, it revealed that opportunities for career development had no influence on their job satisfaction in this study. It is evident from the study that the independent variables considered in this study explained approximately forty percent of job satisfaction. Therefore, it is necessary to further research on those other factors influence job satisfaction. Recommendations are made according to the findings of the study in order to enhance the job satisfaction level of Nursing Officers in government hospitals.